

1 BILL NO. S-97-08-

24 (as amended)

3 SPECIAL ORDINANCE NO. S-

4 86-97

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**AN ORDINANCE fixing the salaries of
all members of the Division of Public Safety
of the City of Fort Wayne, Indiana
for the year 1998.**

10 WHEREAS, the Mayor and the Common Council of the City of Fort Wayne,
11 Indiana have, according to the powers outlined in IC 36-8-3-3-(d), assigned to all members of
12 the Police and Fire Departments of the City of Fort Wayne a Job Category under the City
13 Classification System established by Bill No. R-96-09-04 Resolution No. 52-96 as
14 subsequently modified and improved, which categories should accurately reflect the duties
15 and responsibilities of said employees, and

16 WHEREAS, the Mayor of the City of Fort Wayne has recommended a
17 maximum salary level for each job category in a systematic way, and

18 WHEREAS, the Common Council must assure that salaries reflect the duties
19 and responsibilities assigned to each employee, and to be certain that such salaries are fair
20 and equitable, and

21 WHEREAS, the funds of such salaries are to be provided by the **1998** City
22 Budget operating funds and other sources as may be specified by the Common Council.

23 **NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF
THE CITY OF FORT WAYNE, INDIANA:**

24 SECTION 1. That all members of the Police and Fire Departments of the
25 City of Fort Wayne, shall be classified by the letters, job titles and job categories herein
26 designated, and that no changes be made in any job category without the specific approval
27 of the Common Council except for those brought about by collective bargaining with
28 authorized representatives of City employees in accordance with the existing collective
29 bargaining agreements.

SECTION 2. That the following grid of salaries is fixed and authorized as the grid for approved job categories. It shall be the City's policy that no employee shall be paid below their job category and it will not be exceeded, except for approved shift differentials, approved longevity pay, approved overtime pay, approved technical skill pay, approved educational bonus, approved clothing allowance.

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A
PART HEREOF IN ITS ENTIRETY

The grid, as reflected on Exhibit "A" is an attempt to maintain an orderly, consistent and competitive pay policy that includes a "bonus" program for superior performance and a "Grid System" that represents the actual market range for the Non-Union positions within City Government and its Utilities. Actual adjustments in salaries within amounts fixed herein by Council will result from 1) any general increase to the Grid shall only occur should the actual market range for a category increases considerably, and/or 2) Progression to a level specified in an approved collective bargaining agreement between the City of Fort Wayne and a recognized bargaining unit.

A. That the following fringe benefits are hereby approved for the year **1998** for the employees in the Fire Command:

FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| - Hazardous Duty/Technical Pay | \$ 750/yr |
| - Educational Bonus | 250/yr |
| (Associate Degree or higher - Fire Science Technology) | |
| - Clothing Allowance | \$1,500/yr |
| - That all Fire Command shall have the same longevity, disability, survivors benefits, retirement health insurance benefits, sick leave, personal leave, holiday leave, bereavement pay and vacation leave rights as provided to members of the Fire Department covered by a | |

1 **PAGE 3**

2 collective bargaining agreement.

3 B. That the following fringe benefits are hereby approved for the
4 year **1998** for the employees in the Police Command:

5 **POLICE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS**

6 - Educational Bonus

| | |
|----------------------|-----------|
| - Associate's Degree | \$ 450/yr |
| - Bachelor's Degree | 900/yr |
| - Master's Degree | 1,350/yr |
| - Clothing Allowance | 1,500/yr |

10 C. That all Police Command shall be eligible for any additional
11 benefits afforded the Fraternal Order of Police.

12 SECTION 3. The following is a true and complete listing of all members of
13 the Police and Fire Departments of the City of Fort Wayne salaried non-bargaining unit
14 positions by Letter, Job Title, and Job Category. It does not include those positions which
15 are specified as part of a bargaining unit having a written economic agreement with the City
16 negotiated by the City Attorney and approved by Common Council.

| <u>LETTER</u> | <u>JOB CATEGORY</u> | <u>JOB TITLE/POSITION</u> |
|--------------------------------|---------------------|---------------------------------------------|
| <u>POLICE CIVILIANS</u> | | |
| J | Director | Director, Victim's Asst. |
| I | Manager | Records Bureau Manager/ Civilian |
| D | Para-Professional | Civilian Coordinator/Crime Stoppers |
| I | Manager | Director of Police Athletic League (PAL) |
| I | Manager | Director of Citizen's Contact Office |
| F | Technician | Crime Lab Technician |

| | | | |
|----|--------------|---------------------------------------|------------------------------------------------|
| 1 | H | Supervisor | Records Bureau Supervisor/Civilian |
| 2 | F | Technician | Supervisor of Prop. Room Operations |
| 3 | D | Para-Professional | Drug House Ordinance Coordinator |
| 4 | E | Professional | Sr. Victim's Advocate |
| 5 | C | Administrative Assistant | Administrative Assistant |
| 6 | F | Technician | Sr. Crime Analyst |
| 7 | F | Technician | Lab Technician |
| 8 | E | Professional <i>delete</i> | Citizen's Contact Office Specialist |
| 9 | F | Technician | Records Bureau Technician |
| 10 | D | Para-Professional | Civilian Property/Evidence Specialist |
| 11 | F | Technician | Detective Bureau Desk Person |
| 12 | A | Clerical/Executive Secretary | Executive Secretary IX |
| 13 | A | Clerical/Executive Secretary | Executive Secretary VIII |
| 14 | D | Para-Professional | Crime Analyst |

POLICE COMMAND

| | | | |
|----|---|------------|---------------------------|
| 16 | J | Director | Chief of Police |
| 17 | J | Director | Assistant Chief of Police |
| 18 | J | Director | Deputy Chief |
| 19 | H | Supervisor | Captain |

FIRE CIVILIANS

| | | | |
|----|--------------|---------------------------------------------------|-----------------------------------------------|
| 22 | C | Administrative Assistant | Administrative Assistant |
| 23 | I | Manager | Building Maintenance Supervisor |
| 24 | A | Clerical/Executive Secretary | Executive Secretary VIII |
| 25 | C | Administrative Assistant <i>delete</i> | Administrative Assistant/Secretary |

FIRE COMMAND

J Director Fire Chief
J Director Assistant Chief

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PART-TIME/SEASONAL/TEMPORARY POSITIONS

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POLICE DEPARTMENT

L Part - Time/Seasonal Victim's Advocate
L Part - Time/Seasonal Victim Assistance Intern
L Part - Time/Seasonal Intern/Temporary
L Part - Time/Seasonal Community Service Officer/College
Incentive Program
L Part - Time/Seasonal Community Service Officer/Retired
Officer Program
L Part - Time/Seasonal Civilian Property Manager
(Part -Time)
L Part - Time/Seasonal Adult Guards

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FIRE DEPARTMENT

L Part - Time/Seasonal Survive Alive Teaching Assistant
(Part - Time)

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SECTION 4. Police and Fire employees, as indicated herein,
participate in Collective Bargaining with the City for economic conditions. Pursuant to State
Statute such economic conditions must be approved by the Common Council. Such
economic conditions include, but are not limited to, base pay and monetary fringe benefits.
These matters will be negotiated by and between the City and the appropriate bargaining unit
for the year 1998. Upon conclusion of such negotiations, the appropriate Ordinances shall
be submitted to the Common Council for approval.

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5 Employees covered by recognized bargaining unit representatives (Unions) will
6 receive a salary established by the Collective Bargaining process as long as this pay does
7 not exceed the table of maximum salaries authorized in Section 2, above.
8

9 SECTION 5. In addition to the compensation for positions listed
10 herein, the City shall contribute 3% of employees' salary to the Public Employees Retirement
11 Fund (PERF) except for those positions which are commonly referred to as Police and Fire
12 Command.
13

14 SECTION 6. From and after the first day of January **1998**, all
15 members of the Police and Fire Departments of the City of Fort Wayne will be paid according
16 to this, the above and following provisions of this ordinance, subject to budgetary limitations,
17 collective bargaining agreements, future changes or amendments enacted by Common
18 Council.
19

20 SECTION 7. That civilian employees in the Police and Fire
21 Departments subject to this Ordinance will conform to the Official City Human Resources
22 Policies and Procedures relating to hiring, pay, and other related practices, approved by the
23 Mayor and administered by the City's Human Resources Department.
24

25 SECTION 8. If any section, clause, sentence, paragraph or part
26 or provisions of this Ordinance be found invalid or void by a court of competent jurisdiction, it
27 shall be conclusively presumed that this Ordinance would have passed by the Common
28 Council without such invalid section, clauses, paragraph, part or provisions, and the
29 remaining parts of the Ordinance will remain in effect.
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31 SECTION 9. The Municipal Code of the City of Fort Wayne
32 references, in codification form, salary ordinances previously adopted by the City Council for
33 past years. Such salary ordinances have a duration of one year and thus, with the exception
34 of the 1992 salary ordinance, have expired. However, to avoid confusion, it is hereby stated
35 that commencing January 1, **1998**, any conflict between the terms and conditions hereof and
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PAGE 7

any previous ordinance shall be resolved in favor of this ordinance.

SECTION 10. Two copies of all attachments and Exhibit referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

SECTION 11. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.



Council Member

APPROVED AS TO FORM
AND LEGALITY

J. Timothy McCauley
J. Timothy McCauley, City Attorney

Please note Please see attached amendment

AMENDMENT TO BILL NO. S-97-08-24 (AS AMENDED)

DELETE:

POLICE CIVILIAN

E PROFESSIONAL

CITIZEN'S CONTACT OFFICE
SPECIALIST

FIRE CIVILIAN

C ADMINISTRATIVE
ASSISTANT

ADMINISTRATIVE ASSISTANT/
SECRETARY

Exhibit A

| LIFELINE DATA | | | | | | | | | | | | | | | | |
|---------------|------------------------------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| Class | Job Category | L | MIN. | 1 | 2 | 3 | 4 | 5 | MID. | 6 | 7 | 8 | 9 | 10 | 11 | MAX. 12 |
| A | Clerical/Executive | 1 | 18,180 | 18,544 | 18,914 | 19,293 | 19,679 | 20,072 | 20,474 | 20,883 | 21,301 | 21,727 | 22,161 | 22,605 | | |
| | Secretary | 2 | 23,057 | 23,518 | 23,988 | 24,468 | 24,957 | 25,456 | 25,966 | 26,485 | 27,015 | 27,555 | 28,106 | 28,668 | | |
| B | Accountant/Bookkeeper | 1 | 19,634 | 20,027 | 20,427 | 20,836 | 21,252 | 21,678 | 22,111 | 22,553 | 23,004 | 23,464 | 23,934 | 24,412 | | |
| | | 2 | 24,901 | 25,399 | 25,907 | 26,425 | 26,953 | 27,492 | 28,042 | 28,603 | 29,175 | 29,759 | 30,354 | 30,961 | | |
| C | Administrative Assistant | 1 | 21,205 | 21,629 | 22,062 | 22,503 | 22,953 | 23,412 | 23,880 | 24,358 | 24,845 | 25,342 | 25,849 | 26,366 | 29,256 | |
| | | 2 | 26,893 | 27,431 | 27,980 | 28,539 | 29,110 | 29,692 | 30,286 | 30,892 | 31,510 | 32,140 | 32,782 | 33,438 | | |
| D | Para-Professional | 1 | 22,902 | 23,360 | 23,827 | 24,304 | 24,790 | 25,286 | 25,791 | 26,307 | 26,833 | 27,370 | 27,917 | 28,476 | | |
| | | 2 | 29,045 | 29,626 | 30,219 | 30,823 | 31,440 | 32,068 | 32,710 | 33,364 | 34,031 | 34,712 | 35,406 | 36,114 | | |
| E | Professional | 1 | 24,734 | 25,229 | 25,733 | 26,248 | 26,773 | 27,308 | 27,855 | 28,412 | 28,980 | 29,559 | 30,151 | 30,754 | | |
| | | 2 | 31,369 | 31,996 | 32,636 | 33,289 | 33,954 | 34,634 | 35,326 | 36,033 | 36,753 | 37,488 | 38,238 | 39,003 | | |
| F | Technician | 1 | 26,712 | 27,246 | 27,791 | 28,347 | 28,914 | 29,492 | 30,082 | 30,684 | 31,297 | 31,923 | 32,562 | 33,213 | | |
| | | 2 | 33,877 | 34,555 | 35,246 | 35,951 | 36,670 | 37,433 | 38,151 | 38,914 | 39,693 | 40,486 | 41,296 | 42,122 | | |
| G | Planner | 1 | 28,849 | 29,426 | 30,014 | 30,615 | 31,227 | 31,852 | 32,489 | 33,138 | 33,801 | 34,477 | 35,167 | 35,870 | | |
| | | 2 | 36,588 | 37,319 | 38,066 | 38,827 | 39,603 | 40,396 | 41,203 | 42,028 | 42,868 | 43,725 | 44,600 | 45,492 | | |
| H | Supervisor | 1 | 31,157 | 31,780 | 32,416 | 33,064 | 33,725 | 34,400 | 35,088 | 35,790 | 36,505 | 37,235 | 37,980 | 38,740 | | |
| | | 2 | 39,515 | 40,305 | 41,111 | 41,933 | 42,772 | 43,627 | 44,500 | 45,390 | 46,298 | 47,224 | 48,168 | 49,131 | | |
| I | Manager | 1 | 33,650 | 34,323 | 35,009 | 35,710 | 36,424 | 37,152 | 37,895 | 38,653 | 39,426 | 40,215 | 41,019 | 41,840 | | |
| | | 2 | 42,676 | 43,530 | 44,400 | 45,288 | 46,194 | 47,118 | 48,060 | 49,022 | 50,002 | 51,002 | 52,022 | 53,063 | | |
| J | Director | 1 | 36,342 | 37,069 | 37,810 | 38,566 | 39,338 | 40,125 | 40,927 | 41,746 | 42,580 | 43,432 | 44,301 | 45,187 | | |
| | | 2 | 46,090 | 47,012 | 47,952 | 48,912 | 49,890 | 50,888 | 51,905 | 52,943 | 54,002 | 55,082 | 56,184 | 57,308 | | |
| K | Executive | 1 | 39,249 | 40,034 | 40,835 | 41,651 | 42,484 | 43,334 | 44,201 | 45,085 | 45,986 | 46,906 | 47,844 | 48,801 | | |
| | | 2 | 49,777 | 50,773 | 51,788 | 52,824 | 53,880 | 54,958 | 56,057 | 57,178 | 58,322 | 59,488 | 60,678 | 61,892 | | |
| L | Part-time/Seasonal Temporary | 1 | 5,15 | 6,48 | 7,20 | 7,92 | 8,64 | 9,36 | 10,08 | 11,50 | 12,92 | 14,40 | 15,12 | 18,40 | 19,28 | |
| | | 2 | 7,01 | 7,89 | 8,76 | 9,64 | 10,52 | 11,39 | 12,27 | 14,01 | 15,77 | 17,53 | 19,93 | 20,66 | 21,69 | |
| V | Seasonal/Temporary | 1 | \$6.00 | 6.75 | 7.5 | 8.25 | 9 | 9.75 | 10.5 | 11.25 | 12 | 12.75 | 13 | | | |
| | | 2 | 8.26 | 9.29 | 10.33 | 11,36 | 12,39 | 13,43 | 15,49 | 17,56 | 19,93 | 20,66 | 22,72 | | | |
| | | 3 | 6.5 | 7.25 | 8 | 8.75 | 9.5 | 10.25 | 11 | 11.75 | 12.5 | | | | | |

Read the first time in full and on motion by Schmidt,
and duly adopted, read the second time by title and referred to the Committee on
Garrison, (and the City Plan Commission for recommendation)
and Public Hearing to be held after due legal notice, at the Common Council Conference
Room 128, City-County Building, Fort Wayne, Indiana, on _____,
the _____ day of _____, 19_____, at _____,
o'clock _____ M., E.S.T.

DATED: 8-12-97

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Schmidt,
and duly adopted, placed on its passage. PASSED ~~LOST~~
by the following vote:

| | AYES | NAYS | ABSTAINED | ABSENT |
|-------------|----------|------|-----------|--------|
| TOTAL VOTES | <u>8</u> | | <u>1</u> | |
| BENDER | <u>x</u> | | <u>✓</u> | |
| CRAWFORD | <u>✓</u> | | | |
| EDMONDS | <u>✓</u> | | | |
| HALL | <u>✓</u> | | | |
| HAYHURST | <u>✓</u> | | | |
| HENRY | <u>✓</u> | | | |
| LUNSEY | <u>✓</u> | | | |
| RAVINE | <u>✓</u> | | | |
| SCHMIDT | <u>✓</u> | | | |

DATED: 9-18-97

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana,
as (ANNEXATION) (APPROPRIATION) (GENERAL) (SPECIAL)
(ZONING) → ORDINANCE RESOLUTION NO. A-86-97
on the 18th day of September, 19 97

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

ATTEST: SEAL Paul E. Kennedy
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the
22nd day of September, 19 97,
at the hour of 4:30, o'clock P., M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 29th day
of September, 19 97, at the hour of 3:30
o'clock P., M., E.S.T.

Paul Helmke
PAUL HELMKE, MAYOR

Memo

To: The Members of the Common Council
From: Payne D. Brown, Director of Human Resources/Public Safety
Date: July 31, 1997
Re: 1998 Public Safety Salary Ordinance

Enclosed is a copy of the 1998 Public Safety Salary Ordinance for your review. The following are the new positions that were added by department.

Police Department: Police Civilians

- Director of Citizen's Contact Office

Fire Department: Fire Civilians

- Administrative Assistant/Secretary

BILL NO. S-97-08-24

(as amended)

REPORT OF THE COMMITTEE ON FINANCE

DONALD J. SCHMIDT - JOHN N. CRAWFORD - CO-CHAIR
ALL COUNCIL MEMBERS

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS
REFERRED AN (ORDINANCE) (~~RESOLUTION~~) fixing the salaries of all
members of the Division of Public Safety of the City of Fort Wayne,
Indiana for the year 1998

HAVE HAD SAID (ORDINANCE) (REXXXXXX) UNDER CONSIDERATION
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID
(ORDINANCE) (REXXXXXX)

| <u>DO PASS</u> | <u>DO NOT PASS</u> | <u>ABSTAIN</u> | <u>NO REC</u> |
|----------------|--------------------|----------------|----------------------|
| | | | Thomas Hartburn |
| | | | Matthew B. Clark |
| | | | William J. Dickey |
| | | | John C. Long |
| | | | Rebecca Davis |
| | | | Wm W. Drayton |
| | | | Dudley Hall |
| | | | P. Johnson |
| | | | Letitia R. Commodity |

DATED: 9-18-87

Sandra E. Kennedy
City Clerk